

10 MAY 1971

MEMORANDUM FOR: DEPUTY DIRECTOR OF TRAINING

SUBJECT : TRAINING THE YOUNG PROFESSIONAL EMPLOYEE

REFERENCE : MEMORANDUM TO CHAIRMAN, CURRICULUM COUNCIL, DATED
5 MAY 1971, FROM CHIEF, CAREER TRAINING PROGRAM

1. EACH OF THE CAREFULLY CONSIDERED POINTS MADE IN REFERENT MEMORANDUM HAS BEEN EQUALLY CAREFULLY CONSIDERED BY MEMBERS OF THE CURRICULUM COUNCIL DURING ITS MANY MEETINGS.

2. I WISH TO EMPHASIZE THE FOLLOWING:

A. THE CAREER TRAINING PROGRAM STAFF SHOULD HAVE SUFFICIENT ASSESSMENT DATA ON WHICH TO BASE A CAREER PLAN FOR THE INDIVIDUAL YOUNG PROFESSIONAL FROM THAT ACQUIRED FROM THE RECRUITMENT INTERVIEW, PSYCHOLOGICAL TESTING INTERVIEW, AND CAREER TRAINING STAFF DISCUSSIONS. IN ADDITION, THE INTELLIGENCE AND WORLD AFFAIRS COURSE AND RECORDS I AND II SHOULD PRODUCE SOME ADDITIONAL DATA, IF REQUIRED, TO ADD TO THE FILE OF THE INDIVIDUAL CAREER TRAINEE. THE INTERIM ASSIGNMENT IN TWO DIRECTORATES OF THREE MONTHS EACH SHOULD ALSO SERVE BOTH TO GUIDE THE CAREER TRAINING PROGRAM STAFF COUNSELOR AND THE INDIVIDUAL CAREER TRAINEE IN HIS CHOICE OF DIRECTORATE.

B. THE AGENCY ACQUIRES ABOUT [REDACTED] PROFESSIONALS EACH YEAR. OF THIS NUMBER, APPROXIMATELY 50 ARE ENROLLED IN THE CAREER TRAINING PROGRAM. OF THIS NUMBER, IN TURN, ABOUT 25 ARE CONSIDERED FOR THE CLANDESTINE SERVICE. OF THESE 25, A NUMBER HAVE BEEN DRAWN FROM THE RANKS OF THE CLANDESTINE SERVICE. IT SEEMS TO ME THAT THE CAREER TRAINING PROGRAM STAFF CAN MAKE A SPECIAL EFFORT IN THE ASSESSMENT OF THOSE EXTERNAL CTs DESTINED FOR THE CLANDESTINE SERVICE.

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C. THE CURRICULUM COUNCIL IS DENYING NOTHING TO THE CAREER TRAINING PROGRAM ITSELF. IT HAS DEVELOPED AND PROPOSED FOR FAVORABLE CONSIDERATION A CORE TRAINING PROGRAM FOR YOUNG PROFESSIONALS IN EACH OF THE DIRECTORATES WITH NUMEROUS OPTIONS TO ENROLL IN SKILLS TRAINING COURSES OR IN EVENT (JOB) RELATED COURSES AT NEED.

D. THE CORE TRAINING, SKILLS COURSES, AND EVENT (JOB) RELATED COURSES DESERVE THE KEENEST INTEREST ON THE PART OF THE DIRECTORATE SUPERVISORS IN THAT THE TRAINING IS BASIC AND SEQUENTIAL.

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3. I BELIEVE THE PROGRAM DEVELOPED BY THE CURRICULUM COUNCIL IS INDEED A SIGNIFICANT STEP IN MEETING THE REQUIREMENTS OF THIS TIME. THAT WHICH WAS DONE BEFORE TO PREPARE THE CAREER TRAINEE FOR HIS PROFESSION IN ANY ONE OF THE DIRECTORATES WAS EFFECTIVE AND GOOD. THAT WHICH WE NOW PROPOSE IN LIGHT OF NEW REQUIREMENTS AND SHIFTING NEEDS IS PROPER AND APPROPRIATE AT THIS TIME.

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